

RSA-1 DEFERRED COMPENSATION PLAN

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RSA-1 DEFERRED COMPENSATION PLAN

Establishment of RSA-1

RSA-1 is an eligible deferred compensation plan as defined by Section 457 of the Internal Revenue Code of the United States. The plan is authorized by §36-27A-1, et. seq., *Code of Alabama 1975*, as amended. Under this deferred compensation plan, a public employee may elect to defer receipt of a portion of his or her salary until a later determined date, usually at retirement or other termination of service. Because receipt of the income is deferred, the deferred income is not included in the employee's current federal or state of Alabama gross taxable income.

The deferred income is paid into the RSA-1 Deferred Compensation Plan and invested for the employee's benefit. Investment earnings are accumulated in the fund and like the deferred income, are not subject to federal or state of Alabama income taxation until distributed to the employee. Deferred income and the investment earnings are held in the participant's account for the exclusive benefit of the plan participants and their beneficiaries.

RSA-1 Contacts

Phone

877.517.0020 or 334.517.7000

Fax

877.517.0021 or 334.517.7001

Please provide your full name and address on all faxes.

Email

rsalinfo@rsa-al.gov

When sending an email, please include your full name, employer, home mailing address, and daytime phone number.

Member Online Services

Change your address and view your account statement online.

<https://mso.rsa-al.gov>

Request a Presentation

Field Services Division

877.517.0020

RSA-1 Member Handbook

Information about participation, deferrals, investing, distribution, transfers, rollovers, and taxes in the RSA-1 Deferred Compensation Plan are included in the enclosed RSA-1 Member Handbook. RSA-1 forms are included in the form section as well as located on the RSA Web site.

Deferral Limits

The 2011 deferral limits are the same as 2010.